

ARTICLE 1

PREAMBLE

This Agreement is made and entered into at Lansing, Michigan, by and between the State of Michigan and its principal Departments and Agencies (hereinafter referred to as the "Employer"), represented by the State Employer, and the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, UAW, and its Local Union 6000 (hereinafter referred to as the "Union"), as exclusive representative of employees employed by the State of Michigan and as specifically set forth in Article 3, shall be effective on January 1, 2005 provided that it has been ratified by the Employer, the Union, and approved by the Civil Service Commission.

All non-economic provisions contained in this Agreement will be effective according to their terms upon ratification and approval by the Civil Service Commission. Economic provisions of this Agreement shall become effective on the date specified in the particular Article. No provisions of this Agreement shall apply retroactively unless so specified in the particular Article.